

## Labour Force Analysis of the Irish Fishing Fleet

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### Project Outline:

The first part of this study, completed in 2021, has assessed the current labour structures that exist across the Irish fishing fleet. The Irish fleet is composed of a variety of fleet segments that target distinct fisheries. Labour systems used across these segments will be assessed. The study has considered the make-up of the crews on board Irish fishing vessels in terms of how they are employed, principally through an industry survey. The differences in the terms of conditions of employment have been identified and an evaluation of the pros and cons of the different crew working arrangements for the employer and the employee in terms of tax, social welfare, benefits.

The second part of the study to be completed in 2022, will evaluate the attractiveness of working in the Irish fishing industry. This will be done by comparing the working conditions, the employment conditions and the overall benefits with other sectors of the economy that compete for labour with the fishing sector. The real costs to the employer of different employment categories will be assessed. The main constraints to recruitment and possible ways to mitigate against these constraints will be identified. Finally, the study will identify ways of improving the training incentives and career structures within the industry which will help to attract and retain crew.

### Project Objectives:

- Description of how crew are employed including terms and conditions, tax and welfare rules across Irish fleet segments
- Estimation of the number of crew employed in each fleet segment with an assessment of the proportion of crew in each employment category
- Evaluation of the real costs to the employer of different employment categories
- Pros and cons of the different crew structures in terms of tax, social welfare, benefits etc.
- Roadmap to improve attractiveness of working in the Irish fishing industry

### Expected Benefits:

- Labour supply is no longer a strong constraint to the development of the Irish fishing fleet.
- Working conditions for crew in the Irish fishing sector improve.
- Contributes to BIM career development program for seafood sector.

**Projected Cost:** €45,000